



NSPS Newsletter

AF National Security Personnel System Office
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Current Status

National Security Personnel System (NSPS) Reviewing Performance Management

NSPS-specific training for managers and employees is being postponed while the Department of Defense (DoD) reviews details of the new performance management system.

"We've asked the services to put a hold on their training for January because we're reviewing and assessing the performance management design, which is part of the training," according to NSPS spokeswoman Joyce Frank.

The Performance Management System is that portion of NSPS governing the way employee performance is monitored and feedback provided; performance is developed and poor performance is addressed; and performance is rated and rewarded.

"We need more time to focus on simplifying the performance management design, getting performance objectives right, and ensuring the system is simple, clear, and understandable," according to Mary Lacey, NSPS program executive officer. "We want to make sure that our employees, supervisors and leaders fully understand this system and have the tools to succeed in a results-focused, performance-based environment."

The NSPS Program Executive Office (PEO) convened a workgroup on 11 Jan 06 to review the proposed process and recommend ways to simplify it. The process is expected to take approximately six weeks.

NSPS-specific training will resume following the review and incorporation of any changes to the curriculum.

Implementation of NSPS has always been event rather than calendar-driven; the goal remains to develop and deploy a performance based system that is easy to understand and simple to apply, leaving the link between on-the-job performance and pay as transparent as possible. With this short delay, DoD takes another step closer to that goal.

Deployment News

Spiral 1.1 has been resized to reflect DoD's focus on taking the time needed to implement NSPS right. The Pentagon has reduced the number of employees who will deploy NSPS initially to approximately 11,000, including 3,100 AF employees.

Elements from SAF/MR, Air Force Audit Agency and Tinker AFB will convert to NSPS on 30 April 06; the rating cycle for these employees will extend through October 2006, with first performance payouts scheduled for January 2007.

Spiral 1.2 is scheduled to convert to NSPS in October 2006 and Spiral 1.3 is targeted to deploy in January 2007—both with a January 2008 payout. Spiral 1.4, if needed, would be scheduled to deploy in October 2007.

Federal Wage System and overseas employees may convert to NSPS as early as October 2007, depending on the readiness status of the civilian personnel data system to support their unique requirements.

Air Force is currently reviewing activities to determine placement in future spirals. A new listing will be published as soon as it is available.

Training

While formal NSPS training has been postponed pending the redesign of the performance management element of NSPS, all employees are encouraged to continue taking locally available courses that will help them transition to the new system.

'Soft skills' training focuses on personal, interpersonal and attitudinal development and includes such topics as change management, problem solving, leadership, coaching, negotiation, and the ability to adapt to different organizational environments. Contact your installation's civilian training office to find out what courses are appropriate to prepare for NSPS.

Employees will receive appropriate training on the new system prior to conversion to NSPS.

Lawsuit Status

A coalition of unions filed a lawsuit on 7 November 2005 to block the implementation of the labor relations portion of NSPS.

As a result of that action, DoD agreed to delay implementing that portion of the new system until after a hearing in Federal court on the merits of the case. That hearing was held 24 January 2006 with both sides articulating their positions.

DCIPS Status under NSPS

Although the vast majority of DoD civilian employees are eligible to be covered by NSPS, Defense Civilian Intelligence Personnel System (DCIPS) employees are not affected by these new regulations or covered by certain elements.

While NSPS does not apply to Title 10, DCIPS employees, the Office of the Secretary of Defense has stated that DCIPS will use the NSPS framework to establish a Pay for Performance and Pay Banding system. DCIPS will establish an implementation schedule separate from that developed for NSPS. The target date for the first phase of DCIPS implementation is early 2007.

DoD is committed to extensive training on NSPS before and during implementation and you can expect DoD to be equally committed to training managers and employees on the new DCIPS program. If space is available at the local installation, DCIPS employees and their supervisors should attend training related to NSPS Pay for Performance and Pay Banding.

AF Web Site

The Air Force NSPS website has moved.

To make the information we post to the website accessible to as many viewers as possible, we have moved it to the *Air Force Link* server. The pages are now available from any computer.

NEW

The new address is <http://www.af.mil/library/nsps-af/index.asp>

Back Issues

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